

# 2020/2021 City of Lincoln Open Enrollment Information

August 31, 2020 through September 18, 2020

City probationary and status employees regularly scheduled to work 30 hours or more per week are eligible to participate in the upcoming open enrollment period for Navia, health, dental, vision, and Allstate voluntary coverages.

Open Enrollment information will be available on our website:  
[www.lincoln.ne.gov/city/person](http://www.lincoln.ne.gov/city/person) then click on "City Open Enrollment Benefit Information"

**ALL CHANGES MUST BE MADE IN ORACLE HCM BY FRIDAY, SEPTEMBER 18, 2020!**  
(Allstate changes must be made through their call center.)

Due to the data migration process for the benefits module, all employees are required to log in to Oracle and review their current coverage and dependent information to ensure accuracy of their record. Here are quick steps to take to review your record (in depth instructions and how-to videos are available on the HR/Payroll website).

Navigate to the "People to Cover" tile and review all dependent information for accuracy. Ensure that your dependents have their full legal name as it appears on their social security card, correct date of birth, and accurate social security number. If the social security number listed under the national identifier section of the page is incorrect, contact the benefits department to update.

Next, navigate to the "Your Benefits" tile to review your current coverage. In the top right corner, click on the "Print" button to view your Benefits Confirmation and Summary.

## Health Insurance: Aetna

Plan begins November 1, 2020; first deduction: October 8, 2020  
There are no plan or rate changes.

## Dental Insurance: Ameritas

Plan begins November 1, 2020; first deduction: October 22, 2020  
There are no plan or rate changes

## Visions Insurance: Ameritas – Eyemed

Plan begins November 1, 2020; first deduction: November 5, 2020  
There are no plan or rate changes.

## Navia Benefit Solutions – Flexible Spending Account

All Flex enrollments for open enrollment must be completed through Oracle HCM benefits module.  
Current Plan: November 1, 2019-October 31, 2020; final deduction: October 22, 2020  
New Plan: November 1, 2020-October 31, 2021; first deduction: November 5, 2020  
Plan covers 26 pay periods.

1. Premium Account enrollment will be automatic unless you waive participation.
2. Unreimbursed Health Care Expense Account plan year maximum is \$2,750. There is a 2 ½ month grace period that allows participants until January 15, 2021 to incur eligible expenses for the current 2019/2020 plan year.
3. Dependent/Child Care Expenses Account plan maximum is \$5,000 (\$2,500 if you and your spouse file separate tax returns).

You must re-enroll each year in reimbursement accounts 2 and 3.

You must re-enroll each year in the Navia Parking Reimbursement Account if you wish to pay work-related expenses pretax. This applies if you park downtown and in a non-building commissioned lot.

## Allstate

Voluntary Plans are again available. Enrollments, changes, and cancellations must be done during open enrollment by contacting the call center at 877-282-0808